

Unless otherwise indicated, staff information was obtained from the Centers for Medicare and Medicaid Services (CMS) [Nursing Home Compare](#).

Staffing for a Nursing Home ¹		
Licensed Staffing Hours per Resident per Day (RN hours + LPN/LVN hours)	x hours x minutes	<i>This is the number of hours worked by licensed staff (RNs, LPNs/LVNs) each day at the nursing home per resident. This is computed by adding the number of RN and LPN/LVN staff hours</i>
RN Staffing Hours per Resident per Day	x hours x minutes	<i>This is calculated in 2 steps: (1) the number of hours worked by RNs each day during the 2 week period before the inspection was computed, and (2) this number of hours was divided by the number of residents. RN staffing includes registered nurses, RN director of nursing, and nurses with administrative duties</i>
LPN/LVN Staffing Hours per Resident per Day	x hours x minutes	<i>This was calculated in 2 steps: (1) the number of hours worked by LPN/LVNs each day during the 2 week period prior to the inspection was computed, and (2) this number of hours was divided by the number of residents</i>
CNA Staffing Hours per Resident per Day	x hours x minutes	<i>This was calculated in 2 steps: (1) the number of hours worked by CNAs each day during the 2 week period before the inspection was computed, and (2) this number of hours was divided by the number of residents. Certified Nursing Assistant (CNA) includes certified nurse aides, aides in training, and medication aides/technicians</i>
Physical Therapist Staffing Hours per Resident Per Day	x hours x minutes	<i>This was calculated in 2 steps: (1) the number of hours worked by the PT each day during the 2 week period before the inspection was computed, and (2) this number of hours was divided by the number of residents.</i>

According to the CMS staffing study, there is a clear association between nursing staff ratios and nursing home quality of care. The findings point to specific staff to resident ratios that if not maintained would adversely impact the quality of care delivered²

Every Maryland nursing home reports its staffing hours to the Office of Health Care Quality, the state survey agency. Total nursing staff hours are arrived at first by a separate calculation of reported hours by nursing staff type (i.e. RN, LPN and LVN) then by summing of all the separately calculated hours to arrive at a total. Note that CNA and physical therapist hours are not included in this calculation.

Staff Retention		
Percentage of hours worked by direct care staff employed for 2 or more years at nursing home	NH Name 64%	Maryland State Average 2014 59%

In addition to nurse staffing levels, the length of time a nursing staff member has worked in the same nursing home is also important. Nursing facilities that retain their staff for longer periods of time benefit by having more experienced, competent staff who can offer more consistent, personalized caregiving to the residents.³

The data shown in the staff retention field is collected by the Maryland Medicaid Program. The staff retention percentage calculation includes RNs, LPNs, LVNs, CNAs, as well as certified medicine aides (CMA) and feeding assistants (FA), collectively referred to as direct care staff.

The percentage is calculated by adding the total hours worked in a two week period by direct care staff employed in the nursing home for two years or longer, divided by the total hours worked by all direct care staff during that same two week period. The two week period is determined by the Maryland Medicaid Program.

¹ CMS [Nursing Home Compare](#)
² Kramer AM, Fish R. “The Relationship Between Nurse Staffing Levels and the Quality of Nursing Home Care.” Chapter 2 in Appropriateness of Minimum Nurse Staffing Ratios in Nursing Homes: Phase II Final Report. Abt Associates, Inc., Winter 2001.
³ <https://www.nhqualitycampaign.org/files/factsheets/Consumer%20Fact%20Sheet%20-%20Staff%20Retention.pdf>

Important information to consider when reading the [Staffing Chart](#)

- This staff information excludes all non-nurse staff, such as housekeeping, maintenance and kitchen staff.
- This chart is not intended to act as a guide of the nursing staffing levels or quality of nursing care provided to residents.
- The nursing staff information does not address the skill level or years of experience of the nursing staff.
- CMS nursing home staff star ratings are more useful when comparing staffing levels across nursing homes rather than the data presented in this chart. Click [here](#) to view CMS star ratings.
- Some nursing homes care for residents with greater care needs. Facilities that care for residents with more serious conditions tend to have more staff, and higher staffing hours. [CMS](#) takes into consideration the level of resident care required at each nursing facility and weights the Staffing star rating score accordingly.
- [Federal law](#) requires all nursing homes to provide sufficient staff to adequately care for residents, however, there is no current federal minimum number of hours for nursing home staffing nor is there agreement on what the ideal ratio of nurse staffing to resident population is.

Staff included in the staffing charts and their roles in caring for nursing home residents:

Licensed Nursing Staff: Registered Nurses (RN), Licensed Practical Nurses (LPN) and Licensed Vocational Nurses (LVN) make up the licensed nursing staff of nursing homes. RNs have between 2 to 6 years of specialized education; LPNs and LVNs generally have one year of training. RNs, LPNs and LVNs work together to plan and implement care for residents.⁴ All licensed nurses in Maryland are licensed by the Maryland Board of Nursing. By law, a nursing home must have at least one RN for at least 8 straight hours a day, 7 days a week, and either an RN or LPN/LVN on duty 24 hours per day.

Certified Nursing Assistants (CNAs) work under the direction and supervision of a licensed nurse to assist residents with activities of daily living (ADLs), such as eating, personal hygiene, mobility, transferring, toileting and dressing.⁵ CNAs have completed a competency evaluation program or nurse assistant training. In Maryland, all nursing assistants working in nursing homes must pass the Geriatric Nursing Assistant (GNA) examination and must be certified by the Maryland Board of Nursing.⁶ CNAs provide direct care to nursing home residents 24 hours per day, 7 days a week.

Physical Therapists (PTs) help residents restore mobility, manage pain and improve their overall physical function. PTs test muscle strength, flexibility of joints, balance, and the ability to walk or move. PTs develop individualized therapy care plans in combination with doctors, nurses, and Occupational Therapists (OTs) to help restore the resident's physical function. PTs have a physical therapist degree from a CAPTE-accredited physical therapist education program and must pass a state licensure exam.⁷ The Maryland Board of Physical Therapy Examiners licenses PTs in Maryland.⁸

Certified Medicine Aide (CMA) administers medications to nursing home residents under the supervision of a RN or LPN. Maryland state law requires CMAs to be certified nursing assistants; to have a minimum of one year experience as a certified nursing assistant, and to have completed an approved 60-hour medicine aide course⁹.

Feeding Assistants (FA) work under the supervision of an RN or LPN to provide support to nursing home residents who do not require complicated assistance with eating and drinking. A feeding assistant must successfully complete a State-approved training program¹⁰.

⁴ <https://www.medicare.gov/NursingHomeCompare/About/Staffing-Info.html>

⁵ <http://dhmh.maryland.gov/ohcq/ac/docs/10.07.05%20EFFECTIVE%205-1-2012.pdf>

⁶ <http://mbon.maryland.gov/Pages/olinit-index.aspx>

⁷ <http://www.capteonline.org/About/>

⁸ <http://dhmh.maryland.gov/bphte/Pages/licensing.aspx#exam>

⁹ <http://www.dsd.state.md.us/comar/comarhtml/10/10.07.02.44.htm>

¹⁰ <http://www.dsd.state.md.us/comar/comarhtml/10/10.07.02.41.htm>